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## Poplar Island project receives presidential award at ceremony

*story by Marshall Hudson  
Public Affairs Office  
photos by Susanne Bledsoe  
Information Management Office*

The Poplar Island Environmental Restoration team has known for a long time that they are working on an important project.

Their belief was formally confirmed recently when President George W. Bush and the Coastal America Partnership recognized the team with the 2003 Coastal America Partnership Award, an honor given to multi-agency projects for outstanding efforts in protecting and restoring coastal resources.

John Paul Woodley, assistant secretary of the Army for Civil Works, presented the award on behalf of the president and the Coastal America Partnership at a special ceremony at the Chesapeake Bay Beach Club in Stevensville, Md., Nov. 3.

Accepting the team plaques were Col. Robert J. Davis, Jr., commander of the U.S. Army Corps of Engineers, Baltimore District, and Trent M. Kittleman, deputy secretary for the Maryland Department of Transportation.

“The Army Corps of Engineers is proud of the Poplar Island project because it is about finding a win-win solution to a tough problem. It’s about

*(Continued on p.3)*



*More water than usual is draining into the Chesapeake Bay from Poplar Island’s containment cell due to Hurricane Isabel’s effects in September.*



U.S. Army Corps  
of Engineers  
Baltimore District

[http://  
www.nab.usace.army.mil](http://www.nab.usace.army.mil)

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# Commander's Comment

## It's your District!

by Col. Robert J. Davis, Jr.  
Commander & District Engineer

For 10 days in October while attending the new commanders' course, I had a chance to learn a bit more about the art and science of commanding a district. One of the mandatory reading books during the course, *It's Your Ship*, was authored by a Navy officer, D. Michael Abrashoff. If you have not yet finalized your holiday gift list, I highly recommend this book.

After recovering from reading a Navy officer's book for an Army course, I realized that there were many sound principles that apply to us. Abrashoff's basic premise is that an organization "owned" by employees will beat the competition every time. Some of the key points from the book were:

1. Did leaders clearly articulate goals, give subordinates enough time, resources and training to accomplish the task? Create discipline by focusing on purpose. Communicate, communicate and communicate.

2. The ultimate objective is to meet all operational commitments under budget and still achieve high morale and a high retention rate.

3. Implement processes that people enjoy and are

motivated to carry out.

4. The challenge in the real world is to help less talented people transcend their limitations.

5. Promotions and glory go to innovators and pioneers who rise to challenges of tough assignments.

6. The top reasons that sailors left the Navy were: (1) they were not treated with dignity and respect, (2) they were being prevented from making an impact on the organization, and (3) they were not being listened to.

When Abrashoff took command of the USS Benfold, morale, retention and readiness were low. But after a period of several months, through hard work and a bit of luck, the ship became the "go-to" ship in the squadron.

I consider myself lucky to have taken command of an already high performing organization, but we can always do better. Many of the principles and techniques described in *It's Your Ship* can be applied to the Baltimore District.

First, demand that your leaders clearly establish goals. In our business, that means we keep commitments to our customers and stakeholders by delivering high quality products and services on time and within budget. Anything less creates an instant challenge

for us to overcome.

Second, keep communications lines open, both within the District and with customers and stakeholders. When being briefed about a project, I usually ask, "What does the customer think about that?"...or..."Have you informed the customer?"

Third, include some fun stuff when starting, modifying or improving a process. You'll be amazed at how much easier the task will become. By so doing, tougher projects become successively easier.

Finally, help and support each other. Not everyone gets it the first time. I've already stumbled and bumbled several times in just a few months, and I appreciate the time that others have taken to explain things to me in simple terms.

We are clearly a "go-to" district within the Army Corps of Engineers. In my short time here, we've completed a successful year end close-out, battled a hurricane, sent and prepared almost 50 volunteers for overseas duty, and completed and turned over numerous complex projects to delighted customers. Can we do better? Absolutely! Read Abrashoff's book and see if you can glean some new tactics, techniques or procedures. After all, **It's your District!**

## Poplar Island earns Coastal America award

(continued from cover)

responsible stewardship of our environment, and most of all, it's about teamwork," said Davis.

Poplar Island, which had eroded to less than 4 acres in 1999, is now a dredged material beneficial-use placement site. The island is being restored to its approximate 1847 footprint of 1,140 acres with the placement of clean dredged material taken from the approach channels to the Port of Baltimore.

When complete, 570 acres of the island will be upland habi-

tat, and 570 acres will be wetland habitat.

The island is already providing important nesting areas and habitat for native waterfowl and a variety of other wildlife species, even though the project is ongoing.

As a symbol of that success, the Maryland Environmental Service had several diamondback terrapin hatchlings in an aquarium at the ceremony. Terrapin nesting habitat is threatened due to shoreline development and erosion, but over 1,000 hatchlings have emerged from nests at Poplar in the past two years.

Individuals from many federal, state and local governments and private organizations involved with the project were also honored. Corps members Scott Johnson, Jeff McKee, Wes Coleman, Stacey Brown, Mark Mendelsohn, Thomas Myrah, Michael

Snyder, Barry Cortright and Brian Walls, as well as former Corps member Jim Johnson, all received plaques and a congratulatory letter from the president for their work on the project.

Prior to the ceremony, Poplar Island program manager Scott Johnson and Davis gave Congressman Wayne T. Gilchrest, Woodley and acting North Atlantic Division Commander Col. John P. Carroll a tour of the project. Arriving by Blackhawk helicopter, the group had the opportunity to see the project from both the air and the ground.

The assistant secretaries of the federal agencies in the Coastal America partnership select nominations for this award.

Some of the other agencies and groups recognized at the ceremony were the Maryland Port Administration, Maryland Department of Natural Resources, Maryland Environmental Service, U.S. Fish and Wildlife Service, National Oceanic and Atmospheric Administration, U.S. Environmental Protection Agency, Talbot County, Maryland Watermen's Association and the Maryland Ornithological Society.

Although unable to attend the ceremony, Sen. Paul S. Sarbanes also congratulated the team. His letter read in part, "The Poplar Island project has proven that environmental and economic goals can work hand in hand. Poplar Island created a sea change in the traditional approaches that had been taken to disposing of dredged material. It is only fitting that this project is being recognized for these achievements."



Excavators are used to help shape the island.



Program manager Scott Johnson (r) describes details of the island to Assistant Secretary of the Army for Civil Works John Paul Woodley.

# Baltimore District helps military R&R program

by Marshall Hudson  
Public Affairs Office

Soldiers deployed to Iraq want to spend their leave time at home with their family and friends, not traveling to and from their duty site overseas.

The Army Personnel Command is making that happen with its Rest and Recuperation Leave program, and Baltimore District is helping them do it.

In support of the program, Real Estate Division negotiated a contract for a lease at Baltimore-Washington International Airport for an office known as a Personnel Assistance Point.

The program allows soldiers to start their leaves the day they arrive at an authorized airport, instead of the normal method of charging leave from the day the soldier leaves the unit.

Most leaves are limited to 15 days, and since travel to and from the Middle East can take several days to a week each way, this program helps the soldiers spend more of their leave time at home.

Tom Kretzschmar, realty specialist, worked with BWI to develop the one-year contract, which includes a kiosk and welcome point, office space with some required improvements, and other items like parking and an option for a second year. He will also continue to serve as the liaison between PERSCOM and the airport.

After the service members officially sign out and start their leave, some go to the nearby USO while waiting for a connecting flight. Friends and family meet others when they arrive.

“Sometimes you see soldiers still dressed in their desert BDUs (camouflage uniforms) reuniting with their families,” said Kretzschmar. “Some have had babies born while they were gone.”

BWI is one of four locations where soldiers returning from the Middle East can officially sign in and out on leave. The other authorized locations are the airports in Frankfurt, Germany; Atlanta and Dallas.

According to the U.S. Central Command, the Personnel Assistance Point at BWI is part of the largest R&R program since the Vietnam War, with over 14,000 soldiers a month participating.

Soldiers and Department of the Army civilians serving a one-year tour in Iraq or other Middle Eastern countries are allowed to participate between the third and eleventh months of their tour.

The lease preparation and tenant improvements took months, but BWI allowed the office to start operating immediately to help the soldiers.

“They have been very accommodating,” said Kretzschmar.



Soldiers arrive at Baltimore-Washington International Airport for rest and recuperation after a tour in Iraq. (U.S. Army photo)

Since the program began, a private effort has also begun to help service members fly the entire distance to their homes free. Because many had not had an opportunity to purchase a ticket beyond BWI airport to their homes, they were forced to pay full fare as a walk-up customer.

To remedy this, Congressman Dutch Ruppersberger initiated Operation Hero Miles, which allows people to donate frequent flier miles. The donated miles can then be used by service members for their flight home.

For further information about this program, visit <http://www.heromiles.org>, or contact the airlines directly.

## You, too, could be saved by a hard hat

Have you noticed that insurance companies have stopped using the word “accident?” When cars hit each other or something else, it’s now called a “crash.”

They might believe that most of these incidents are no accident, but when it comes to head injuries prevented by hard hats, accidents or freak accidents are very appropriate descriptions.

While concentrating on the job, people may forget that safety gear can mean the difference between life and death. Nothing makes that more clear than stories of how hard hats save lives. Following are a few examples. While these occurred mainly at hazardous sites, this type of accident can occur in many areas.

- While operating mining equipment in an underground shaft, a miner noticed a crack in the roof about 11 feet above

him. Then a large section of the overhead material broke loose. He was knocked to the ground, and his hard hat was seriously damaged. But, thanks to his hard hat, he suffered only cuts, scrapes and bruises.

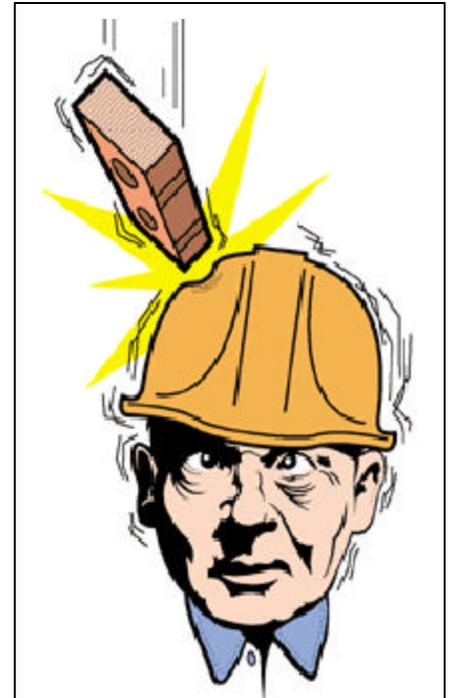
- When working under an overhead conveyor belt, a man was struck by a 40-pound rock that slipped off the belt and hit him in the head. His heavy-duty helmet was cracked, but the man was saved from serious injury.

- Another fellow was standing at a road construction project when the sideview mirror of a passing truck struck him on the head. The ER doctor said his helmet, which was split in two, saved his life.

- At a construction site, an 8x8x16 concrete block fell from a scaffold. It struck a worker on the head and right arm. Though his hard hat was badly damaged and he was dizzy and bruised,

his injuries were not serious. His life was saved.

There are numerous examples of lifesaving equipment preventing fatal injuries. Never leave your hard hat off at a job site.



## Holiday ‘intox: You won’t get away with it

Be forewarned, holiday revelers. The police department, highway patrol and military police are ready for the holidays.

December has been National Drunk and Drugged Driving (3D) Prevention Month since 1991 when the 3D coalition was formed.

It’s made up of representatives from the federal government, highway safety organizations, public health organizations, law enforcement and the military.

Getting impaired drivers off the street has always been

important, but particularly during the holidays.

Law enforcement officers intend to be very busy. . . looking for you.



Impaired driving could cost you thousands of dollars in fines, towing, storage, attorney fees and increased insurance. You might have to attend “driving under the influence” classes or perform community service.

A cab ride home after a party is the best investment you can make.

Even less expensive is designating a non-drinker to drive you and your friends home. Ask a friend to volunteer not to drink for the evening.

If it’s your party, be sure not to serve alcohol to minors.

# DCPO tweaks design review process

by Mary Beth Thompson  
Public Affairs Office

In an innovative move, the D.C. Program Office piloted a new, interactive design review process for Walker Jones Elementary School. The process, called Combined Final Review, allowed the project team to obtain a more complete perspective on the design.

Developed by the project delivery team in an effort to enhance design quality and based loosely on an existing design-build review model, the Combined Final Review began by bringing together the architect-engineer contractor, the Corps and D.C. Public Schools for a site visit and presentation of the school's design.

The designers explained their intent to all reviewers, stimulating discussion across disciplines.

"There was a lot of good interaction that resulted in valuable discussion among the reviewers—something that is less common in our standard review process," said John Wehmanen, the project manager.

Following the one-day design presentation and site visit, the reviewers spent five days examining the documents individually. Then, the Corps and DCPS gathered again for another one-day evaluation. This process gave the Corps' reviewers the opportunity to talk directly with the customer about design functionality when changes could still be made relatively easily.

"We usually stay in our own lanes, but this process results in dynamic discussion," said Stan Gembicki, Engineering Division chief. "One of the things that comes out is an understanding by the entire team of what the

scope and expectations are."

"This process also provided the project manager with a better snapshot of the design adequacy," said Mary Gauker, DCPO's acting chief of project development.

Gauker said that the Combined Final Review raised a couple issues. Scheduling 20 to 30 people to devote a week or more to the process at the same time, including two meetings, was challenging. This hybrid review method was also more expensive than a traditional review, but is expected to prove cost effective for the project in the long run.

Baltimore District Commander Col. Robert J. Davis, Jr., summed up the value of the Combined Final Review.

"This process is going to pay dividends down the line at the point of construction," Davis said.

## Baltimore volunteers deploy overseas

by Marshall Hudson  
Public Affairs Office

Another group of Baltimore District volunteers left for Afghanistan Dec. 1.

The fourth group in the last few months to deploy, their primary mission will be to help the newly formed Afghan National Army build facilities and barracks.

They are also expected to support major highway construction projects and U.S. forces with work projects at their bases in Bagram and Kandahar.

Volunteer Ronald Maj, chief of the District's design branch will act as the program man-

ager and team leader for the new group in Afghanistan.

"An opportunity like this, a chance to help our troops in Afghanistan and to participate in the fight against terrorism, doesn't come up very often. I'm excited to be part of it," he said.

In addition to Baltimore's group, there will be six employees from New York District and one from Philadelphia District making up the contingency.

The group will be assigned to the Afghan Area Office in Kabul, the country's capital, although some people will work in field offices in remote locations. The offices are all currently up and running but not fully staffed.

The team will have military escorts whenever they travel outside U.S. compounds.

All personnel who go overseas are required to undergo a battery of tasks before deploying, including medical and dental check-ups, vaccinations, valid passport and country clearance and country orientations.

The District currently has five employees in Iraq; two have recently returned from Iraq; one is back from Bosnia; and five others are just back from Afghanistan.

Anyone interesting in volunteering for deployment to Afghanistan or Iraq should contact Gilbert Dent at 410-962-4226.

## Holiday events in the District

### *Craft/White Elephant sale*

Come to the EAA craft/White Elephant sale **Dec. 3 from 10 a.m. to 2 p.m.** in Room 11240.

This will be an opportunity to buy holiday gifts and something fun for you. Your purchase will also help offset the cost of the District holiday party.

Contact Denise Davis at 410-962-7629 for more information.

### *District holiday party*

Baltimore District's annual holiday party will be **Friday, Dec. 12 beginning at noon** at the Marriott Hotel.

In addition to Santa's visit, a drawing for a basket and many door prizes and surprises, there will be a disk jockey and lunch consisting of the following: basket of gourmet bread, caesar salad, choice of sliced sirloin of beef or chicken florentine, a vegetable mixture and a starch, triple chocolate cake, coffee or tea, non-alcoholic fruit punch. Vegetarian and kosher choices are also available.

Tickets are \$20 and can be purchased from the following representatives: Sue Lease,

### *'A Sweet Taste of Baltimore District'*

The Harvest for the Hungry program, sponsored by the Employees' Activities Association, will kick off this year's campaign with "A Sweet Taste of Baltimore District" **Dec. 4 from 1:30 to 3:30 p.m.**

The location is Room 11240, but check the General Bulletin Board for any last minute change.

Several years ago the EAA put together a District cookbook and featured recipes from the book at a tasting party.

This year's tasting event will feature some of those same dessert recipes as well as others employees will make.

Admittance to the event will be two canned or non-perishable items or \$1. You can get a District cookbook for \$1 or two items.

If you are interested in making a dessert and tasting for free, contact the following POCs: Christanne Haught, CO; Esther Foster, CT; Doris Faulkner and Paula Sellers, EN; Brenda Parsons, EX; Ayesha Bonnette, HR; Barbara Bond, IM; Marty Trent, OC; Beth Bachur, OP; Ray McNeil, PP; Angela Moore, PA; Darlene Mancini, RE; and George Harman or Trish Kuta, RM.

### *Holiday concert*

The Jazz Ambassadors and the Soldiers' Chorus of the U. S. Army Field Band will perform at the Joseph Meyerhoff Symphony Hall in Baltimore **Dec. 8 at 7:30 p.m.**

Free tickets are available from your Harvest for the Hungry point of contact.

Just donate two canned or non-perishable items for a ticket.

CO; Lisa Biehl, OP; Debbie Cousler, RM; Stephanie Roth, HR; Rosalyn Davis, OC; Doris Faulkner, EN; Marge Zimmerman, RSFO; Vicki Rohr, LM; Josie Baran, DCPO; Effie Hondrelis, PL; Sue Jones, RE; Kelly Walsh, PP; Denise Davis, IM; Datonia Moore, EN; and Sandy Kyle, CT.

Prior to the party, there will be a special awards ceremony at the hotel, beginning at 10:30 a.m. This ceremony will recognize the District employees who have recently returned from overseas missions in the nation's War on Terrorism.

Employees who worked on Hurricane Isabel will also be recognized.

# Planning folks take a 'flying' leap

by Christopher Augsburger  
Public Affairs Office

The second you jump out of the plane, your body accelerates to close to 1 G, and then tapers off as speed builds and air drag increases. Within 15 to 20 seconds, you hit terminal velocity, soaring through the sky at speeds anywhere from 100 to 200 mph. And if you are a real expert, you can slice through the air at speeds of nearly 300 mph, according to skydiving experts.

Baltimore District's newest skydiving "experts" would add one more detail:

"It feels like nothing you've ever done before," said Jodi Beauchamp, one of four employees from Planning Division who took a trip through the skies.

Earlier this year, Beauchamp approached her fellow co-workers Jim Dash, Steve Kopecky and Erika Mark, and asked how they would feel about experiencing the thrill of free-fall.

"Everyone just said, 'Sure, let's do it,'" she said.

With that, the group trekked

to Laurel, Del., one weekend in October to experience skydiving for the first time. After a 15-minute training course, their plane left the ground shortly after 11 a.m., carrying the four jumpers and their respective jump-masters. Twenty minutes later, the plane reached 14,000 feet—the height from which to jump—triggering off what jumpers describe as a pure rush of adrenaline.

"It's a good thing they don't give you much time to think

"You just fall."

After cascading through the sky for five minutes at speeds of over 100 mph, the tandem jumpers used a technique to slow their speeds enough to open the parachute and began gliding safely to the ground.

"You're grateful to be on the ground," said Beauchamp, "but at the same time, you're ready to go back up and do it again."

While this cast of characters has participated in other activities, ranging from Ultimate

Frisbee and hosting a Halloween Haunted House, to participating in a race called "Muddy Buddy"—a running competition in the mountains in Virginia, they all said that skydiving clearly ranks as the most exciting thing any of them



From top left: From Planning, Jodi Beauchamp, Jim Dash, Dixie Kopecky (wife of Steve), Erika Mark, Steve Kopecky; Randy Toth, Craig Prieber and Steve Prieber.

after they open the plane door because you don't have time to get scared and change your mind," said Mark.

Beauchamp described stepping out of the airplane as something her mind couldn't conceive.

"You step out, and...there's nothing there," she said.

has ever done.

"It was an amazing experience—it literally takes your breath away. I can't wait to go again," said Mark.

When asked if jumping from a plane at 14,000 feet was worth the fear and the fee, Beauchamp had just two words.

"Oh, yes!"

## Virtual team speeds response to expanded removal action

story by Mary Beth Thompson  
Public Affairs Office  
photos by George Follett  
Engineering Division

After New England District unearthed several ordnance items at a Rhode Island environmental remediation project in mid-September, a response team was formed with people from three Corps districts and one center.

Initially, the widespread team communicated by telephone conference and email. The rapid start helped the team accomplish the expanded scope Time Critical Removal Action far more quickly than usual.

"We operated as a virtual team to get the project off the ground," said George Follett, a Baltimore District ordnance and explosives, or OE, safety specialist. "Most Time Critical Removal Actions like this take three to four months to start any fieldwork. We were on-site and excavating within three weeks."

After the discovery of ordnance items, New England District contacted the Engineering and Support Center in Huntsville, Ala.

Then, Baltimore and Omaha Districts were called in. By Sept. 26, the team was formed.

New England funded the project. Huntsville contributed technical guidance. Baltimore served as the OE Design Center and supplied the OE safety specialists. Omaha provided the rapid response contract and contractor.

The team first "met" in a phone conference at 4 p.m. Monday, Sept. 29. At 7 a.m. the next day, members arrived for a site visit.

Team members returned from Rhode Island to their locations and again took advantage of electronic means of communication as they wrote and reviewed the work plan.

"The biggest difference in this case was the speed in which the project documents were pre-

pared, reviewed and approved," Follett said.

By Oct. 21, the contractor, Weston Solutions, mobilized on site, which had been a salvage yard at the former Quonset Point Naval Air Station.

Weston excavated the burial pits. Technicians and equipment operators separated ordnance items from other debris. The OE items were identified and inventoried. They were determined to be inert and disposed of as scrap, except for a few items that were turned over to the Quonset Point Air Museum.

In the process, the contractor removed 100 cubic yards of metal scrap and 440 cubic yards of tires, and found 95 inert ordnance items. All work was completed Nov. 14.

The site was returned to Conti Environmental, which had been treating groundwater contamination there for New England District when the ordnance items were discovered.



An aircraft engine (front) and a pile of scrap metal were among the debris excavated from a former Navy salvage yard in Rhode Island during an expanded Time Critical Removal Action.



Ordnance items discovered at a Rhode Island Navy salvage yard during an expanded Time Critical Removal Action are lined up awaiting disposal.

## Combined Federal Campaign kicks off with Halloween contest, bake sale

Oct. 31 brought out witches, ghosts, goblins and other strange creatures, but the winner of the District's costume contest was Cassandra Jackson, OP, who appeared at the CFC bake sale as a skeleton. The bake sale raised \$300 for the campaign, thanks to the support of many District employees who baked many delectables. To date, over \$16,000 has been raised.



*Lt. Col. J.T. Hand, deputy commander, poses with the Halloween costume contest contenders: Lisa Biehl, Operations, Cassandra Jackson, Engineering and Pat Laird, Operations Division.*

*(Photo by Angela Moore, PAO)*

## Certain programs, surgeries now tax deductible

The IRS recently ruled that smoking-cessation programs and any prescription drugs involved are tax deductible.

Other procedures included in the ruling are Lasik eye surgery,

reconstructive breast surgery, and dieting programs for people who are obese by government standards.

For a list of deductible expenses, visit <http://www.irs.gov>.



*Corps officials, Pat Huber (r) and Alice Culps-Park, talk to a subcontractor at a small business fair about the DC Public School program Nov. 14 at Penn Center in Washington, D.C. Approximately 40 subcontractors, several prime contractors, the Small Business Association and Baltimore District set up booths.*

## Key Elementary School renovation complete

The completion of the last phase of the Francis Scott Key Elementary whole-school modernization project was celebrated at a ribbon cutting ceremony Oct. 14 in Washington, D.C.

Deputy District Engineer Lt. Col. J.T. Hand represented Baltimore District. During the ceremony, Hand presented Principal David Landeryou a plaque in honor of the occasion and as a tribute to the teachers and staff of Key Elementary.

"Working together at Key, we have achieved an exemplary project in which satisfying the needs of the children always came first," he said.

The Corps managed the complete renovation of the 75-year-old school structure and the construction of an addition that ties seamlessly with the original building.

The result is a 50-thousand square foot facility that features many improvements and can accommodate a higher number of students.

Key is one of several whole-school modernization projects that the Corps is working on with the District of Columbia Public Schools system.

## Working late?

Call **410-244-8778** for a Downtown Safety Guide Escort to get you to your car or bus stop.

The service is available through March until 9:30 p.m.

## Europe District looking for work

Due to stationing decisions about U.S. forces overseas, the U.S. Army Corps of Engineers, North Atlantic Division, Europe District is facing a tough challenge this year.

Europe District has many projects scheduled for 2005, but there is a lull in construction in 2004.

In response to having more manpower than work, Europe District will send a large number of people to Iraq and Afghanistan this year.

They are also seeking temporary duty assignments at other districts.

In support of Europe personnel finding short-term work at other Corps districts, a temporary duty job information exchange will be hosted on the Regional Business Center website at [www.https://rbc.nado.ds.usace.army.mil](http://www.https://rbc.nado.ds.usace.army.mil).

All districts have been encouraged to identify and post any short term opportunities.

A bonus to districts requesting manpower assistance on military projects that use S&A funds is there will be no TDY costs.

Civil works projects are also eligible, but the gaining district must pay TDY costs.

## Nominations due this month for Gallery of Distinguished Employees

The District's ad hoc Gallery Committee requests nominations for the Gallery of Distinguished Employees by Dec. 5.

This year, as in the past, the committee sent guidelines to all employees to assist in the nomination process last month.

According to Jim Eberhardt, chief, Resource Management Office and Gallery Committee chairman, all employees who know someone deserving of this recognition should send a submission. He stressed that candidates can be from any organiza-

tional level in the District, but they must be retired or deceased employees.

"The Gallery seeks to commemorate those who have made particularly distinguished contributions to the District, regardless of their grade or position," said Eberhardt.

Since the 1970s, based on employees' suggestions, about 100 people have been inducted into the Gallery, ranging from administrative workers and field personnel to supervisors and division chiefs.

## Combined Federal Campaign update

As of this writing, the Combined Federal Campaign had achieved about 40 percent of the goal. However, employees have until Dec. 15 to make contributions.

That day marks the end of the campaign and the drawing of the

Pick-Your-Prize raffle for six prizes. One of the prizes is a cookie shuffle prize pack filled with "a whole mess of cookies baked by your fabulous co-workers." See your key person for more information.

## News you can use

### Speakers' Bureau

**Larry Mathena**, Engineer, gave a presentation on the District's work in the Chesapeake Bay to the Maryland Marine Club in Brooklyn, Md., Oct. 21.

On Nov. 16, Mathena, along with **Kathy Anderson**, Operations, talked about shoreline protection before a joint meeting of homeowners from four communities near the confluence of the Potomac and the Chesapeake that were severely affected by Hurricane Isabel.

### Downtown activities

Downtown Baltimore has been a holiday tradition for years, with major retailers and one-of-a-kind specialty shops.

Baltimore also hosts many holiday events, such as the lighting of the Washington Monument **Dec. 4** from 5:30 to 7:30 p.m.; lighted boat parade **Dec. 6** at 6 p.m.; Little Italy's tree lighting and holiday choir performance **Dec. 12** at 6 p.m.; Dollar Day Weekend at the National Aquarium **Dec. 13 and 14**; Handel's "Messiah" **Dec. 19 and 20**, at 7:30 p.m., at the Meyerhoff Symphony Hall.

Parking is easy with more than 2,500 new parking spaces in the downtown area.

For a complete list of holiday events, visit <http://www.GoDowntownBaltimore.com> or call 410-244-1030.

